



Istation



2021 Istation Yearbook

Released: December 2022

#RedCapeNation

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Our Mission

Support educators. Empower kids. Change lives.

We believe every student deserves to feel like a superhero. We know that teachers are often the wind beneath their capes. Our logo with a child wearing a red cape was inspired by this belief! It's great to see how we've built a following of passionate, dedicated educators and students called the Red Cape Nation.



A Message from Our Leadership Team

In 2021, America began to see the critical reopening of schools, the important use of COVID-19 relief funds, and an increased focus on social and emotional learning in education. We also witnessed the impact of significant teacher shortages, the emotional cost of the pandemic on students' home and school environments, and the decline in morale for many educators and students. At Istation, we believe we have an obligation to respond to the many facets impacting K-12 education.

Istation's mission is to support educators, empower students, and change lives. At no time in our 24-year history have we felt the importance of our mission more profoundly. We join together in our collective pursuit to improve education for all.

Specifically, in 2021 we focused on three key areas:

- impact for educators;
- innovation for our product; and
- development for our employees.

Impact for Educators

Educators are at the forefront of what we do as a collective organization, and our impact on behalf of educators is largely why we exist. New initiatives for the year included creating stronger customer support throughout the duration of the school year, implementing more proactive onboarding services, responding immediately and directly to educator feedback, and launching the Red Cape Community for our teachers.

Innovation for Our Product

We continue to innovate in our product to ensure diversity, equity, and inclusion in all aspects. Specifically, we launched a Social and Emotional Learning committee, created the DEI Product Committee, funded certification for a number of employees as DEI activators, embedded elements of a growth mindset into the student experience, and focused on adding excitement and joy in learning for both educators and students alike.

Development for Our Employees

In 2021, Istation focused on our employees in new and innovative ways. We provided additional inclusivity training for the entire organization; sponsored a week-long virtual event to discuss the challenges and opportunities encountered by underrepresented and historically marginalized communities; increased management development programs company-wide; conducted stay interviews with current employees to discover additional areas of focus; expanded our diversity focus by following the diversity wheel model; and much more.

We would like to extend our gratitude to all of our employees who are at the heart of everything we do. Your passion and commitment are what make us Istation.

On behalf of Istation's Leadership Team,
Ossa Fisher and Richard Collins

Diversity and Inclusion Commitment and Policy

Istation recognizes that discrimination and victimization are unacceptable, and it is in the interest of the Company and its employees to utilize the skills of the total workforce. It is the aim of the Company, within all locations where an Istation employee works and conducts business, to ensure that no person, employee, or job applicant receives less than favorable treatment (either directly or indirectly) during recruitment or employment. We are an Equal-Opportunity Employer and comply with all applicable federal, state, and local laws, which prohibit discrimination against qualified applicants and employees based on race, creed, color, religion, gender, national origin, ancestry, age, marital status, veteran status, disability, medical condition, gender identity, sexual orientation, or other legally protected characteristic(s). These commitments are exemplified in all of our management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs.

We are committed to creating an environment in which individual differences and the contributions of all our staff are recognized and valued.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying, discrimination, harassment, or retaliation will be tolerated. Training, development, and progression opportunities are available to all staff to promote equality in the workplace. We believe this is good management practice and makes sound business sense.

We review all our employment practices and procedures to ensure consistency and fairness.

Good faith efforts and action plans will be put in place to correct areas not fairly represented.

- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- Senior management supports this policy fully.

We believe everyone in the organization bears the responsibility to adhere to our commitment both in spirit and in our daily actions. There are additional responsibilities for those in management.

Responsibilities of Management

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the chief executives, VPs, directors, and managers. They will ensure that they and their staff follow our commitment and that all reasonable and practical steps are taken to avoid discrimination.

Each department manager will ensure that:

- All their staff are aware of the policy and the arrangements, and the reasons for the policy;
- Grievances concerning discrimination and harassment are dealt with properly, fairly, and as quickly as possible; and
- Proper documentation and records are maintained. Human Resources will be responsible for monitoring the operation of the policy with respect to employees and job applicants, including periodic departmental audits.

Responsibilities of Staff

Responsibility for ensuring that there is no unlawful discrimination rests with all staff, and the attitudes of staff are crucial to the successful operation of fair employment practices. In particular, all members of staff should:

- Comply with the policy and arrangements;
- Not discriminate in their day-to-day activities or induce others to do so;
- Not victimize, harass, intimidate, bully, or retaliate against other staff or groups who have, or are perceived to have, one of the protected characteristics;
- Ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic;
- Inform their direct manager and/or Human Resources if they become aware of any discriminatory or perceived harassment practice.

Istation's Shared Values

We hold ourselves to high standards — at Istation, we live by our shared values. These are not just words; they are the driving force behind how we conduct ourselves as members of the Istation team.

- **We define our success by the results of our customers.** Our experience shows that if we serve our customers well, our own success will follow.
- **We stress creativity and imagination in everything we do.** While recognizing that the old way may still be the best way, we constantly strive to “rethink” and find a better solution.
- **We maintain openness to the 1% possibility.** While we may be right, we have the humility to understand that we may not be, and we are open to hearing others’ points of view in a constructive way.
- **We are a group that is ‘at cause,’ proactively identifying solutions and tearing down roadblocks.** We do not complain about a problem without also taking ownership around the solution and path forward.
- **We presume trust.** When issues arise, we assume first and foremost that everyone around us acted in good faith, and with competence and integrity.
- **We, as Istationers, never let another Istationer fail.** Despite our different job profiles and personalities, we are all working toward a common goal and will always help each other along the way.
- **We are open, honest, and direct.**



2021

Istation Hero Focus

*We honor our employees who exemplified
our values in all they did during 2021!*

Congratulations!



Sonia Blanks

Sonia is so accessible. She is willing to talk through a topic that she (most likely) feels she has covered already in team meetings. She is willing to hop on calls with customers to address their needs. She actively listens to clients' and reps' needs. She has such a vivacious and bubbly personality that you end up just as "giddy" as she is about a new feature.

Sonia has been critical in the change or transformation we are going through regarding processes and communication about having a united message. She keeps everyone in the loop and manages to make everyone feel included.

Sonia has helped me and my team organize various projects and see it to completion successfully. In many instances when I've had emergencies she has been willing to meet me on a weekend to finish a project. When I was out for two weeks sick, she checked in with my team to see if they needed anything. Sonia is without a doubt an Istation hero.

Sonia is like the Istation encyclopedia. I appreciate her diligence in facilitating the enormous effort of making sure that the customer-facing teams have accurate information about the stream of updates to the various components of Istation. She must be "called" to her position because she does it with a pleasant attitude and servant spirit.

2021

Istation Hero Focus



Rita Blanco

I feel like Istation would hardly run without Rita! She's involved in so many things and so many committees and helps so many people. Most recently, she managed the renovation project, and she did so while keeping up with a million other things!

Rita is one of the hardest working employees at Istation.

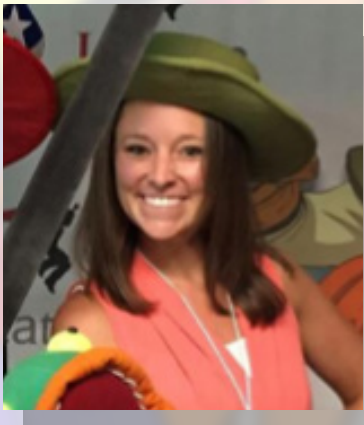
At the end of her job description, where it says, "and other duties as assigned," Rita has definitely done that and more.

If Rita was a rock star, I'd be her groupie.

Rita literally does it ALL! She was the project manager of a HUGE project with the office renovations, she is at the helm of all the culture club meetings and makes sure all of us at Istation have some fun!

She is warm, receptive to feedback, and truly embodies never letting other Istationers fail.

Amanda Centorbi



Amanda contributes to so many projects here at Istation and helps to keep us informed. She is thorough, detail-oriented, a team player, and someone that I can count on to pitch in and get work completed. I appreciate her crazy work ethic and commitment to improving our resources and processes.

Amanda's work on the IUG and other projects makes us and our customers more successful. She is a company treasure.

Amanda goes above and beyond to be helpful for other Istation employees and our customers. She is responsive and gets things done fast while collaborating with others. When I needed an IUG article and customer communication composed quickly, she delivered and made sure it was correct. I can always count on Amanda when I need help.

Amanda exemplifies an Istation Hero! She is innovative and creative in everything she does. Amanda both seeks out and is open to feedback, which in turn continually enhances company communication and knowledge. Amanda is straight up amazing!

2021

Istation Hero Focus



Moniqa Paullet

- Moniqa is always taking initiative and showing dedication not only to Istation's mission, but to her personal interest in making the world we share a more equitable place to live in.
- I've learned so much from Moniqa.
- She inspires me to stand up for what is right and always strives to go above and beyond expectations.
- She deserves recognition for all the wonderful work she does for Istation as well as our community. You rock, Moniqa!



Ross Frazier

- Ross is a rock star, always willing to step up and help when others need it.
- He's taken the initiative to develop training resources.
- He's gone out of his way to seek professional certifications.
- He's always developing his knowledge of various software.
- He's an active member of multiple committees and a fierce advocate for accessibility and inclusion.

DEI Focus Group

In August 2020, we launched our Diversity, Equity, and Inclusion Focus Group (DEIFG) which encompasses members from all levels of the organization to increase company initiatives and training regarding DEI. Our DEIFG provides feedback regarding DEI strategy, impact, and initiatives, ensuring our initiatives meet the needs of our people and business. The focus group emphasizes action and progress with the responsibility of providing biannual updates to the employees during our all-hands meetings.

DEIFG mapped a five-year plan and we would like to highlight our progress from our second year.

Status of 2021 Key Vision and Commitments

| Commitment | Status |
|--|---------------------------|
| Provide additional inclusivity training for the entire organization. - Everfi training | Completed |
| Sponsor a week-long virtual event to discuss the challenges faced by traditionally marginalized BIPOC (Black, Indigenous, People of Color) communities and how we as individuals can help. - 2021 Week of Learning In | Completed |
| Introduce DEI-specific KPI measurements. | Ongoing and moved to 2022 |
| Increase management development programs company-wide. - Leadership 2.0 - Step-Up Management Series | Completed |
| Conduct “stay interviews” with current employees to discover additional areas of focus. | Completed |
| Ensure that we expand our diversity focus by following the diversity wheel model and understanding that diversity is multifaceted and complex. | Ongoing review |

Unconscious Bias Training - Hiring Process

In 2021, over 80 Istation employees took part in unconscious bias training. The majority of these employees were hiring managers and anyone who partakes in the process of interviewing candidates. The training consisted of recognizing unconscious bias, learning how to overcome it, and understanding why doing so is beneficial to the organization. This training is an ongoing initiative and will be expanded in the future.

Week of Leaning In

2021 marked the launch of Istation's annual Week of Leaning In, an event designed to encourage difficult conversations and foster understanding and a willingness to learn. The inaugural Week of Leaning In provided employees across the organization with the opportunity to participate in dialogue and discussions about race, race relations, social justice, and racial healing. 293 employees participated in the event, and 24 employees stepped up to facilitate small groups, where colleagues from around the company practiced courage and vulnerability in sharing experiences and learning from each other.

There were two keynote speakers at the event: our very own Dr. Victoria Locke and Jerry Hawkins from Dallas Truth, Racial Healing & Transformation. Dr. Locke taught us about privilege and showed us the many angles and levels of privilege that each of us possesses. Jerry Hawkins taught us about the diverse history of the Dallas region and how the legacies of our past still very much live on in this area.

The first Week of Leaning In was an opportunity to open the door to difficult discussions. We learned a lot during that week and from the feedback after, and we look forward to putting those lessons to work as we plan our next Week of Leaning In in 2022.

EAP Fall Webinar Sessions

We recognized that many events that occurred in and around 2021 created additional stress at work and in our employees' home lives. As a result, we coordinated "EAP Lunch and Learn" sessions based on topics that our employees requested. These sessions included:

- Work/Life Balance in a WFH Environment
- Where Are We Going? Goal-Setting for Personal and Professional Success
- Coping During Uncertain Times
- Managing Worry and Anxiety

Leadership and Mentorship

Step-Up Leadership and Leadership 2.0 Management Development Programs

In 2021, Istation introduced its inaugural management development programs — Step-Up and Leadership 2.0 — to increase management leadership development at Istation. The purpose of Step-Up was to provide management training for recently promoted team members, and it provided over 27 hours of training. Leadership 2.0 provided advanced management training to our leaders, and we expanded the program in 2022.



Leadership Podcast Series 1 & 2

The Leadership Focus podcast series — presented by HR, hosted by our very own Mr. Collins, launched with the goals to...

- help keep us feeling connected as Istationers; and
- share cross-functional understandings within the Istation ecosystem.

We know diverse lenses are incredibly important for driving results. Our hope is that sharing these kinds of insights will strengthen our collaboration, boost team efficacy, and better serve our customers.

Podcast cover for Leadership Focus with Richard Collins, Episode 1. The cover features a large image of Richard Collins and a smaller image of Vickie Whitfield. The text includes 'Leadership Focus with Richard Collins', 'Episode 1', and 'Listen Now'. The Istation logo is also present.

Podcast cover for Leadership Focus with Richard Collins, Episode 2. The cover features a large image of Richard Collins and smaller images of Sam J. Rangel and Charlene Brown. The text includes 'Leadership Focus with Richard Collins', 'Episode 2', and 'Listen Now'. The Istation logo is also present.

Mentorship

In 2021, HR team member Emily Watson drafted the framework for Istation's mentorship program. A small group of participants from the Sales department volunteered to commit to a 6-month trial of the program. During the trial run, mentors and mentees participated in various professional development activities that included sitting in on sales calls and meetings as well as regular check-ins between the pair.

We are so excited to see our participants learn new skills and improve existing ones. It is our hope that mentors and mentees will form meaningful relationships that will be mutually beneficial and extend beyond the duration of their formal mentorship. We look forward to taking what we learned during the trial program and implementing it in a company-wide mentorship program in 2022.

Community Support

Rae's Hope

On December 11, 2021, Rae's Hope hosted an educational Technology Day event open to all children in South Dallas and the surrounding communities. It included iPad coding games, laptop coding activities, drone flying, chemistry demonstrations, robot-building, small construction puzzles, and lots of prizes.

Istation Editing Supervisor Moniqa Paullet, who serves as vice chair on the Rae's Hope board of directors, connected Istation's DEI Focus Group with Rae's Hope for Technology Day, offering a new path for Istation to support STEM education for Dallas children.

Volunteers from Istation, local high schools, and the community helped run the event, signing in participants at the start, teaching at each learning station, shuffling kids from one station to the next, and serving breakfast and lunch.

Istation's support helped purchase filling breakfast tacos for kids who often don't get breakfast and Jason's Deli lunch boxes, ensuring full bellies and nourished brains for a fun-filled day of STEM education and exploration. Rae's Hope also sent every kid home with a gift bag of fresh fruit, a rare treat for many of them.

Rae's Hope is a community-based nonprofit organization in South Dallas that empowers under-resourced and at-risk girls ages 5-18 to take charge of their lives, stay in school, attend college, and give back to their communities, accomplishing these goals through volleyball programming, community service, and educational curricula focused on financial literacy, healthy living, social skills, and technology. They also host community-wide events like Technology Day to expose children and teens to new activities that can shape their school and career aspirations.

Founded in 2008 by Angela Rae Fields, Rae's Hope programming has touched over 5,000 girls. Of Rae's Hope's members, 90% are eligible for subsidized school lunch, compared to the statewide average of 53%. In the face of many challenges, 90% of those who've participated for two years or more graduated high school, compared to the district average of 83%.

Learn more about Rae's Hope, upcoming events, and how to get involved at RaesHope.org.



DEI Product Updates

Istation Math

We released 14 individual Power Path Math activities in 2021! Each activity made use of our adaptive Strata system in order to create an equitable approach to learning for all of our students. The system automatically adapts based on the students' performance, providing questions more suited to those who may be struggling, on-level, or advanced. At the same time, all of these questions still meet the entire scope of the standard.

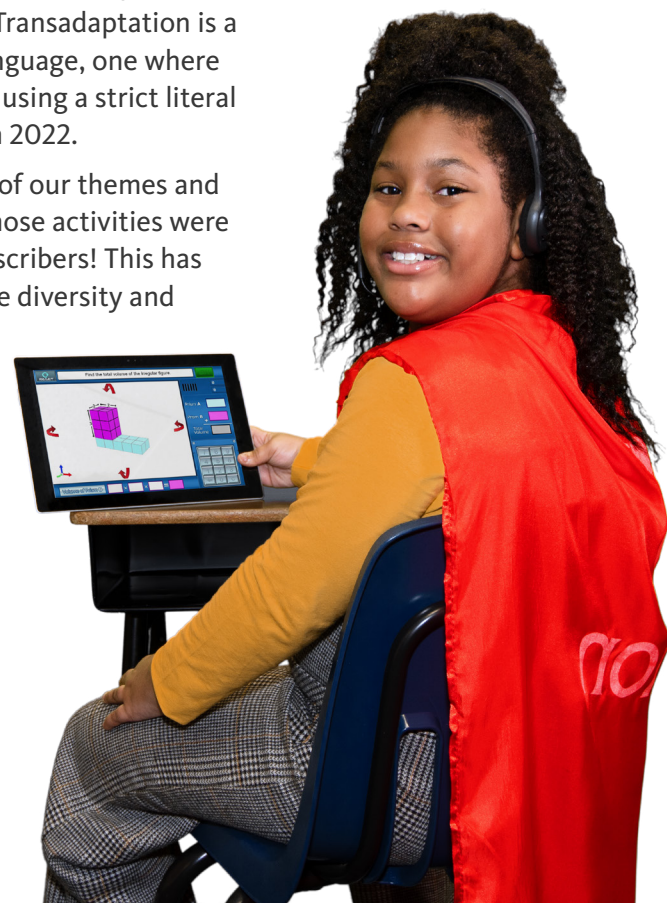
At the end of each activity, students are rewarded with various badges to celebrate the work they accomplished within the activity. A wide variety of badges are available to ensure that students who are struggling with the concept or even failing the activity still receive rewards.



Of these 14 activities, 8 were trans-adapted into Spanish and also released in 2021! That is a total of 9 Istation standards (nearly 450 individual state standards!) and almost 5,000 questions available for Spanish-speaking students! Transadaptation is a more flexible approach to translating our content into another language, one where cultural relevance and dialects are taken into account rather than using a strict literal translation. The remaining 6 activities are scheduled for release in 2022.

In the 2020 yearbook, we talked about the intentional inclusivity of our themes and designs, such as the constellations inspired by the Nazca Lines. Those activities were released in early 2021 and made available to all Istation Math subscribers! This has proven to be a successful method for the math product to increase diversity and inclusivity, and we have continued that work throughout 2021.

A new set of activities titled “Sweet Shapes” is focused on geometry standards and allows students to draw a variety of shapes. The team has themed these activities within a bakery, where the shapes turn into ingredients and are eventually baked into different desserts. For this activity, the art team outdid themselves by including a huge number of foods and desserts inspired by cultures and desserts from around the world! The students can also customize their bakeries and chefs with inspiration from South America, Asia, and Europe. The activities will be released in 2022, and we are proud to showcase the thought that went into this project and the designs that were developed this year



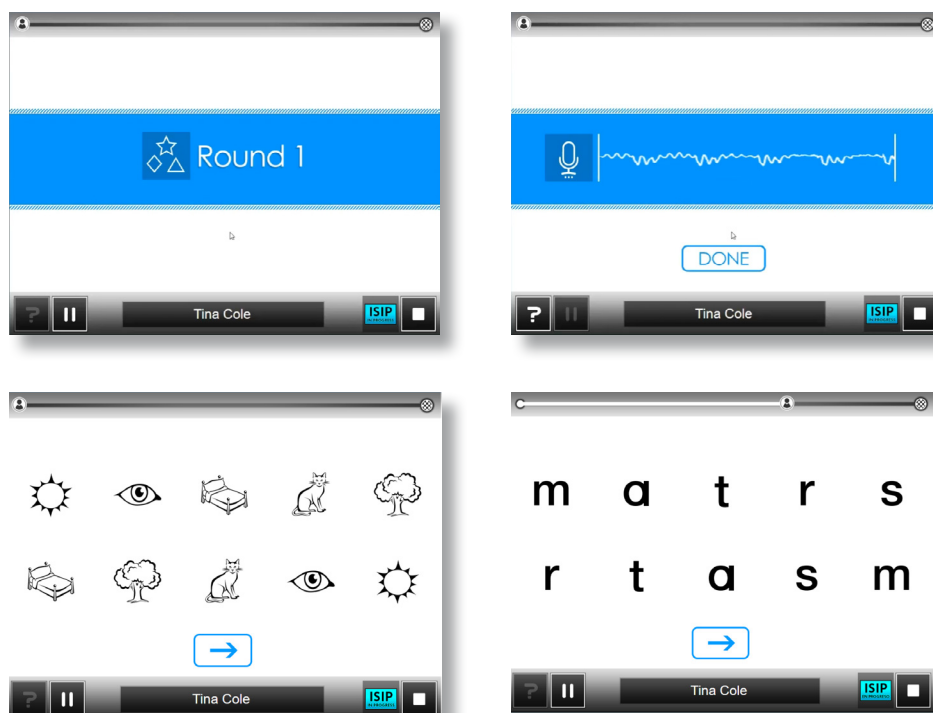
ISIP™ Rapid Automatized Naming (RAN)

Developed concurrently in both English and Spanish, ISIP RAN measures processing speed, an important early indicator when screening for reading difficulties such as dyslexia. When selecting items for ISIP RAN, we needed to consider both languages at the same time.

The sequence of letters is taught differently in English and Spanish, so we specifically chose letters that were front-loaded in both languages. Similarly, we needed to choose culturally neutral pictures to ensure we assess processing speed and no background knowledge.

We released 48 Spanish progress-monitoring passages for ISIP Oral Reading Fluency (ORF), which brings parity across languages. Both English and Spanish versions have a full set of teacher-directed lessons, practice passages, and progress-monitoring resources.

The progress-monitoring resources are particularly helpful for those wishing to use passages that are not at grade level when doing oral reading fluency assessments with their students.



DEI Product Committee

The DEI Product Committee was formed in the spring of 2021 after several special projects and corporate-wide feedback demonstrated the need for a cross-functional, DEI-focused group to provide internal support and resources for Istation products. The committee's mission is to ensure Istation content is always relevant, diverse, and inclusive.

Top priorities of the committee in 2021 were to integrate DEI considerations throughout the content-development process, support and encourage the use of stories told from diverse perspectives, and ensure that all students see themselves reflected in our products.

In 2021, the DEI Product Committee successfully...

- curated resources to enhance our knowledge base;
- identified specific RFP language and requests regarding DEI;
- established enhanced systems of communication with product managers;
- conducted audits to identify culturally and otherwise inappropriate content;
- researched and connected with companies offering DEI training on a variety of subjects, including consulting, training, and content auditing;
- created budget proposals for consulting services; and
- completed DEI activator certification training.

Ongoing initiatives toward the committee's priorities include...

- developing training sessions for Istation personnel;
- using the Social Justice Outcomes Framework and Common Core standards to adapt and align various DEI resources and competence strands into a DEI standards document;
- drafting a DEI glossary;
- designing a DEI Product Committee information hub to make resource sharing more accessible; and
- working with product managers to design equitable mediation protocols.

2021 DEI Product Committee Members:

- | | |
|------------------------------------|------------------|
| • Lisa Mackay (Committee Chair) | • George Mendez |
| • Jacqueline Lee (Committee Chair) | • Casey Sanders |
| • Evelyn Barker | • Amy Saunders |
| • Claudia Casillas | • Artrella Speed |
| • Ross Frazier | • Liliana Suero |
| • Morgan Hamilton | • Sharon Tipping |

Social and Emotional Learning (SEL) Team

The Social and Emotional Learning (SEL) Team is a cross-departmental group working to create evidence-based social and emotional learning content that supports educators and empowers kids. Our certified team is focused on meeting the needs of the whole child while fostering competencies in the areas of self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. We advise and consult during the product development process to ensure consistency and that SEL best practices are followed across our award-winning content.

In 2021, the SEL Team attended several SEL conferences, participated in an SEL book study, and earned their certification in SEL, which will allow them to ensure that SEL skills and strategies are implemented as new content is developed. With certifications in hand, the team conducted audits of Istation content, created stand-alone SEL lessons and prototypes, and hosted guest speakers to expand SEL knowledge within the team and other groups around the company.

The SEL team remains committed to initiatives first set forth in 2021, including continuing to facilitate training sessions for the SEL Team and beyond and designing an SEL repository to make resources available company-wide.

2021 SEL Team Members:

- Darey Steacy Spigener (Team Lead)
- Lizza Bowen
- Amy Browning
- Penélope Casanova
- Carlos Fuenmayor
- Karen Ingram
- Zack Leaman
- Victoria Malavé
- Jane Moore
- Anne Peacock
- John Pechacek
- Kressent Rhodes
- Rachel Sandidge
- Amy Saunders
- Liliana Suero



Istation's 2021 People Profile

As we enter the third edition of our yearbook, we would like to share the results of our Equal Employment Opportunity Summary*.

We are committed to not only reporting this information as required by the U.S. government but also sharing it with our employees during our all-hands meetings and our DEI Focus Group meetings.



2021 EEO Company-Wide

Gender

51.18%

of employees company-wide identify as female with 48.82 percent identifying as male.

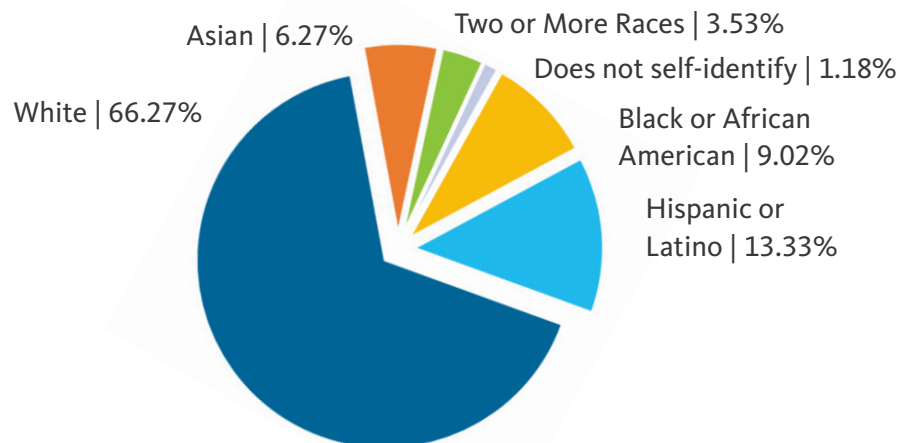
Men

48.82%

Women

51.18%

Race/Ethnicity

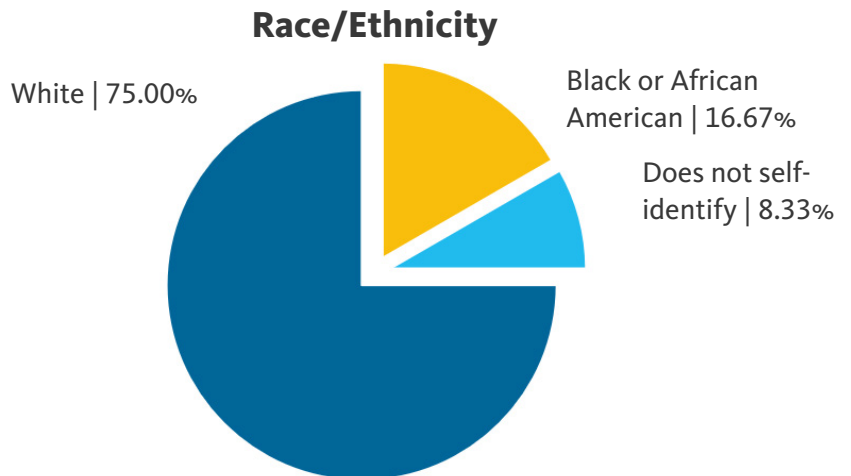
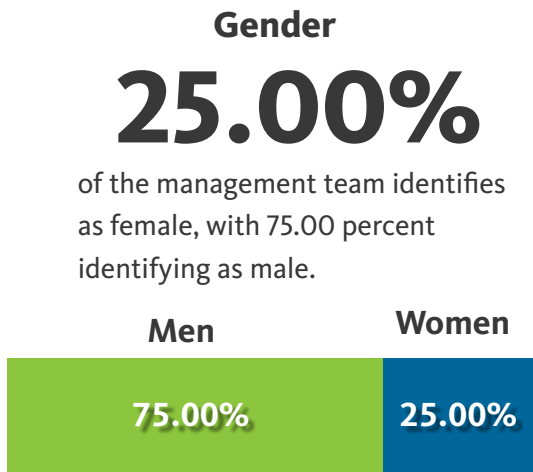


Compared to 2020, we have seen an increase in representation in our Black/African American, Asian, and American Indian/Alaska Native employee base with a slight decrease in the Hispanic/Latino, Two or more races, and White categories.

Compared to 2020, we experienced a slight increase in the representation of women company-wide.

***Among employees active in 2021.** The EEO report reflects diversity and gender data reported to the federal government. It is not inclusive of all areas of diversity and does not necessarily reflect Istation's priority concerning diversity and inclusion.

2021 EEO Company-Wide First-Level Management

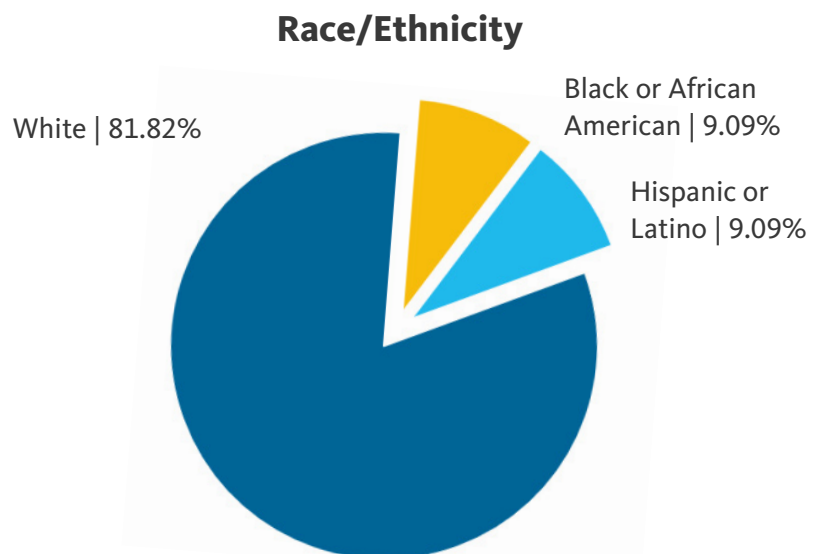
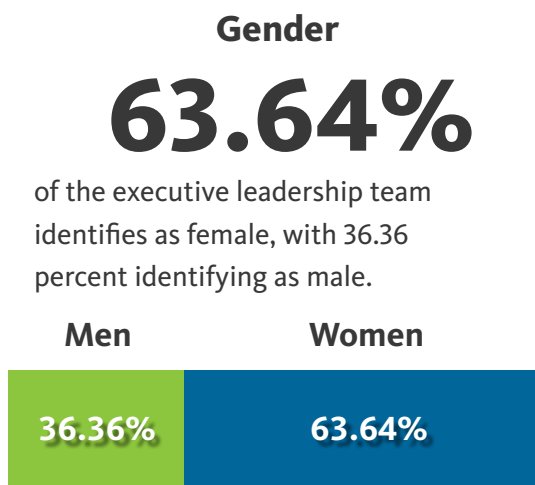


In the First-Level/Mid-Level category, we had a significant increase in representation in Black/African American leaders and a decrease in Hispanic/Latino and White leaders compared to 2020.

Compared to 2020, we experienced a decrease of women in first-level management.

***Among employees active in 2021.** The EEO report reflects diversity and gender data reported to the federal government. It is not inclusive of all areas of diversity and does not necessarily reflect Istation's priority concerning diversity and inclusion.

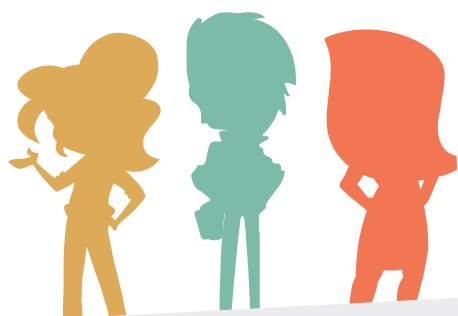
2021 EEO Executive Leadership



At the Executive/Senior-Level group, we experienced a slight increase in Black/African American and Hispanic/Latino leaders.

Compared to 2020, we experienced an increase of women in the executive/senior-level group.

***Among employees active in 2021.** The EEO report reflects diversity and gender data reported to the federal government. It is not inclusive of all areas of diversity and does not necessarily reflect Istation's priority concerning diversity and inclusion.



Culture Club

2021 was the year of settling into our new normal. Istation employees continued to enjoy the freedom of working from home or in a hybrid environment as our Dallas office began to reopen.

In 2021, Culture Club continued to experiment with ways to integrate in-person and virtual events and balance the two, ensuring our people and their interests are front of mind.

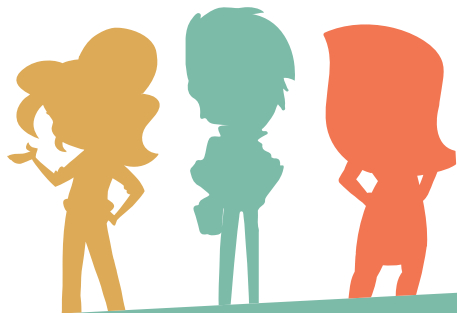
Our biggest initiative in 2021 was launching the Midday Breakaway, a monthly event that takes place during the workday, ensuring that all who want to attend and participate can do so. Our 2021 Midday Breakaways included a virtual escape room and origami classes.

The group also coordinated many interactive awareness activities, particularly around DEI. These activities included heritage month celebrations, holiday activities, increasing awareness of special causes, and hosting speakers on self-care.

Celebrations

Martin Luther King, Jr. Day
Black History Month
National Freedom Day
Lunar New Year
Employee Appreciation Day
Women's History Month
World Autism Awareness Day
Arab Heritage Month
Stress Awareness Month
Administrative Professionals Day
Earth Day
National Superhero Day
Asian Pacific American Heritage Month
Jewish American Heritage Month
Older American Month
Mental Health Awareness Month
Global Accessibility Awareness Day

LGBTQ Pride Month
Juneteenth
National Wellness Month
Women Equality Day
National Hispanic/LatinX Heritage Month
Citizenship Day
Constitution Day
World Mental Health Day
Indigenous Peoples' Day
Istation Halloween Week
National Mammography Day
National Spirit Day
Dia de los Muertos
Veterans Day
Native American Heritage Month
End-of-year Holiday Fun Week



Culture Club

February marks the start of Black History Month. And today, Feb. 1, is also National Freedom Day, the anniversary of the approval of the 13th Amendment, which abolished slavery in 1865.

The theme of Black History Month 2021 is "The Black Family: Representation, Identity, and Diversity," chosen by the Association for the Study of African American Life and History (ASALH). <https://asalh.org/black-history-themes/>

"Why is Black History Month in February?"

Woodson chose the second week of February to coincide with the birthdays of Frederick Douglass, a famed abolitionist who escaped from slavery, and Abraham Lincoln, who formally abolished slavery.

Feb. 1 is also National Freedom Day, the anniversary of the approval of the 13th Amendment, which abolished slavery in 1865. Richard R. Wright, who was a civil rights advocate and author, lobbied for the celebration of the day, CNN reported, citing the National Constitution Center.

Although the day is not federal holiday, President Harry Truman recognized National Freedom Day in 1949 and urged citizens to pause to contemplate its significance. (-from USA Today article <https://www.usatoday.com/story/news/nation/2021/02/01/black-history-month-2021-how-celebrate-what-know/4292640001>)

USA TODAY

Why is Black History Month in February? How do you celebrate? Everything you need to know.

Here's what you need to know about the history of Black History Month including how to celebrate appropriately. (641 kB)



Rita Blanco 12:44 PM

National Hispanic/LatinX Heritage Month kicks off today (Sept 15-Oct 15)!

Let's celebrate the diverse and unique cultures, histories and contributions of our LatinX communities!

image.png



June is LGBTQ Pride Month!



▼ New Slack Channels!

- # LGBTQIA
- # Book-Recommendations
- # Volunteer-DFW
- # Pets

Specific Events

Giftmas in July

Midday Breakaways

Notes of appreciation/gratitude





Culture Club

📷 Share your photo(s) of a veteran you'd like to honor with us! Include your own pic if you are a veteran. [post photos in this thread]

Veterans Day.jpg ▾

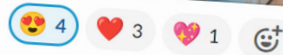


Rita Blanco 12:26 PM

Celebrating Juneteenth and our Week of Learning In with Smokey John's, a local Black-owned restaurant.

<https://www.smokeyjohns.com> (edited)

3 files ▾



Rita Blanco 10:43 AM

Today is Indigenous Peoples' Day –a day that celebrates and honors the history and culture of Native Americans and Indigenous People everywhere.



Facts about Women's History Month

21 Women's History Month Facts – Facts About Women's History

✓ (p.s. don't forget to React with emoji 😊 or Reply in Thread)

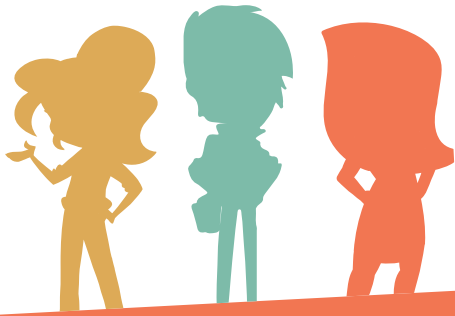
Woman's Day

21 Fascinating Facts to Celebrate Women's History Month

As Beyoncé says, "Who run the world? Girls!"

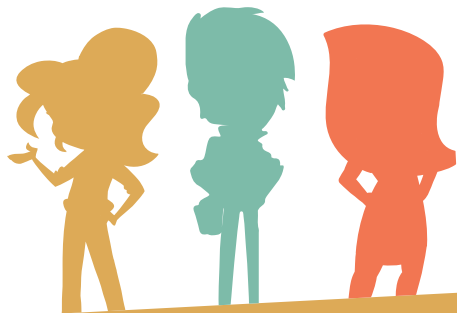
Mar 4th, 2021 (91 kB) ▾



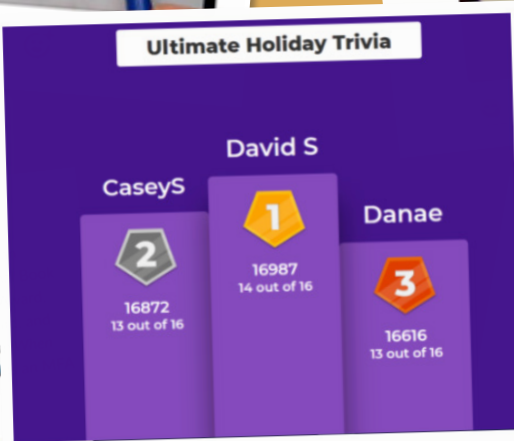
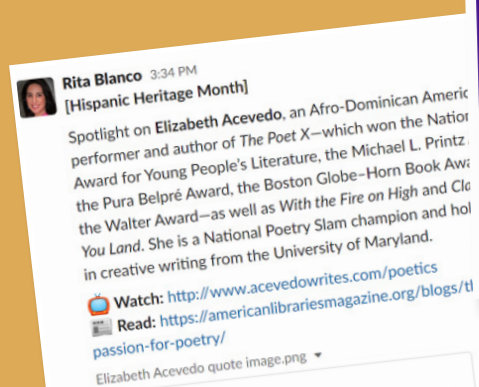
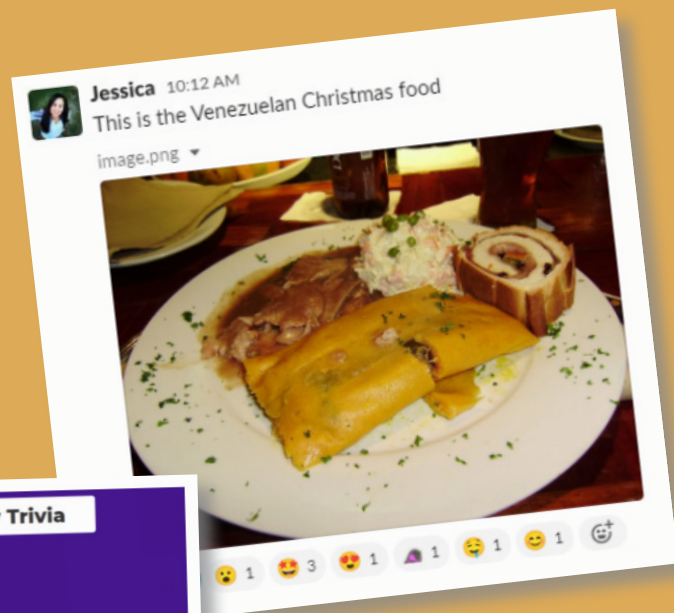
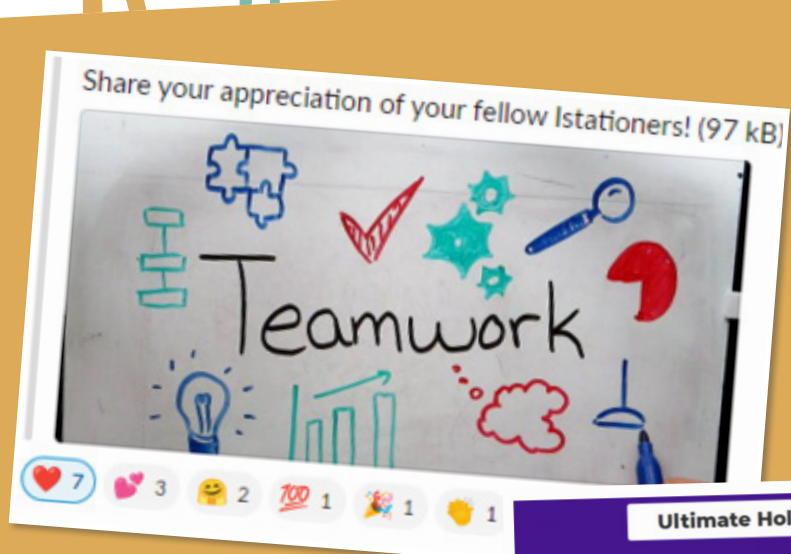


Culture Club





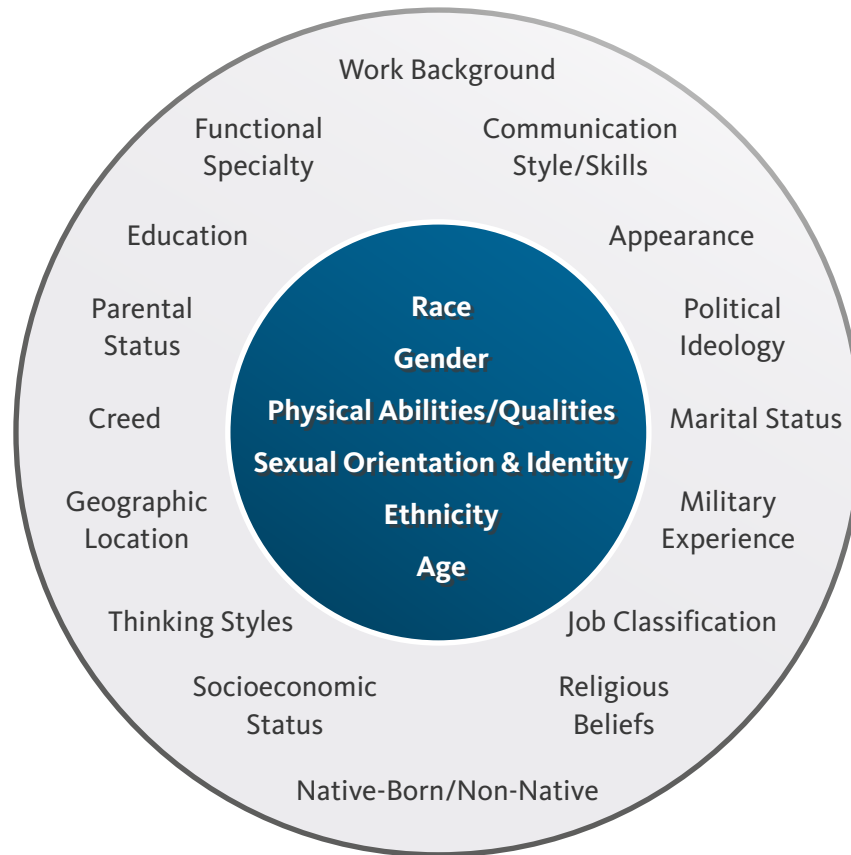
Culture Club



2022 Vision and Commitment

Building on our success in 2021, we commit to the tenets below in 2022 to continue to move us forward in our journey.

Continue to expand our diversity focus by following the diversity wheel model and understanding that diversity is multifaceted and complex.



Commitments for 2022:

- Expand employee development programs regarding diversity and leadership development.
- Pilot a “self-selected” employee development program to increase employee development opportunities.
- Follow up on the 2021 Week of Learning In employee community involvement recommendations.
- Include self-selected workshops for employees in the 2022 Week of Learning In.
- Review, determine indicators, and design an action plan for our 2022 Employee Experience Survey.
- Review demographics questions in the Employee Survey to ensure inclusivity.

¹Loden and Rosener are responsible for the diversity wheel model developed in 1991 that delineated primary and secondary diversities (Salomon & Schork, 2003).



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